

ITALIAN ASSOCIATION OF BIOMEDICAL EQUIPMENT SERVICES



Code of Ethics

Approved by the General Assembly of Members – Year 2025

TABLE OF CONTENTS

1. Introduction and Purpose	1
2. Fundamental Ethical Principles.....	1
a) - Legality and compliance with national and international regulations.	1
b) - Integrity, honesty, and fairness in relations between competitors and the market.	2
c) - Transparency in the management of association activities.	2
d) - Social and environmental responsibility.....	3
e) - Promotion of quality and safety in the biomedical sector.....	3
3.Relations with Institutions and Healthcare Professionals.....	4
4.Transparency and Conflicts of Interest.....	5
5.Protection of Image and Reputation.....	6
6.Human Capital.....	6
7.Training, Research, and Innovation.....	7
8.Donations.....	7
9.Expected Conduct of Members	8
10.Control and Sanctions System.....	8
11.Entry into Force and Updates.....	8

1. Introduction and Purpose

This Code of Ethics defines the principles and rules of conduct guiding the activities of the Italian Association of Biomedical Equipment Services (AISAB), drawing inspiration from the values of integrity, transparency, responsibility, and compliance with applicable regulations. It serves as a benchmark for all employees, members, and collaborators of the Association, promoting ethical and professional behavior while directing and guiding its activities in alignment with AISAB's vision and statutory purposes. Through this Code, the Association intends to:

- clearly explain the values and principles underlying its work and its relationships with everyone (employees, collaborators, clients, suppliers, members, institutions, and any other stakeholder);
- confirm its commitment to always acting with fairness, transparency, and honesty;
- protect the interests of its members;
- instruct employees and collaborators on how to conduct themselves in accordance with the Association's values.

The Association is committed to:

- ensuring this Code is made known to all involved parties;
- monitoring any reports of behavior non-compliant with the Code, evaluating the facts, and, if necessary, applying appropriate sanctions.

This Code is addressed to employees, management, members of corporate bodies, all Members, and, more generally, the Association's collaborators (hereinafter referred to as the Recipients). Recipients are required to protect the respectability and image of the Association through their conduct and to preserve the integrity of the Organization's assets. Recipients are required to uphold the principles contained in this Code in their dealings with other stakeholders.

2. Fundamental Ethical Principles

In pursuing its objectives and statutory purposes, AISAB is guided by the following fundamental ethical principles:

a) - Legality and compliance with national and international regulations.

AISAB bases its actions on the strict compliance with laws, regulations, and rules in force at the national, European, and international levels. Legality represents an essential value and an indispensable prerequisite for the credibility, transparency, and sustainability of the Association's activities.

In particular, the Association and its members are committed to:

- Operating in full compliance with the legislative and regulatory provisions applicable to the biomedical sector and association activities;

- Promoting a culture of legality through training, awareness-raising, and the adoption of behaviors consistent with ethical and legal principles;
- Collaborating with competent authorities and supervisory bodies, ensuring transparency and availability at every stage of activity;
- Preventing and combating any form of unlawful conduct, abuse, or regulatory violation, including through the adoption of internal control and monitoring tools.

b) - Integrity, honesty, and fairness in relations between competitors and the market.

AISAB recognizes the fundamental value of the free market, which is based on the autonomy of economic actors in determining and pursuing their business objectives. The Association's members are committed to operating in compliance with the principles of fairness, loyalty, and transparency toward competitors and the market.

In particular:

- Adopting unfair behavior or behavior detrimental to the image and reputation of competitors is prohibited;
- Healthy and fair competition is promoted and must be protected against undue internal or external pressure, regardless of the role of the actors involved;
- Members' commercial activities must comply with current regulations governing competition and public procurement;
- Participating in agreements or practices that may constitute antitrust violations, such as restrictive agreements or abuse of a dominant position, is strictly prohibited, in accordance with antitrust legislation.

c) - Transparency in the management of association activities. AISAB recognizes that the development of sound economic activity and the progress of a free and aware civil society are possible only in the presence of solid principles of ethics and transparency. The Association guides every action, both in internal relations and toward stakeholders, through behaviors consistent with these values, promoting:

- Accountability in the decisions and actions undertaken;
- Fairness, impartiality, and independence of judgment in every association, business, and institutional sphere;
- Clarity in the positions taken and in the decision-making and implementation mechanisms;
- Absence of conflicts of interest, ensuring autonomy and integrity.

AISAB is committed to transparently reporting on the results achieved and the choices made, ensuring an open and constructive dialogue with all stakeholders.

d) - Social and environmental responsibility. AISAB recognizes the responsibility of businesses not only toward the market, but also toward society and the environment in which they operate. Members are called upon to actively contribute to collective well-being by adopting behaviors that promote sustainable, inclusive development that respects natural resources.

In particular, members are committed to:

- Integrating ethical, social, and environmental values into their business models, contributing to the economic and civic growth of local communities;
- Promoting social responsibility initiatives, including in collaboration with public entities, non-profit organizations, and educational institutions;
- Adopting sustainable business practices aimed at reducing the environmental impact of activities through energy efficiency, responsible waste management, and the conscious use of resources;
- Complying with all current environmental regulations, preventing any form of pollution, and promoting the protection of biodiversity;
- Fostering a culture of sustainability among their collaborators, clients, and stakeholders through training, communication, and practical example.

e) - Promotion of quality and safety in the biomedical sector. AISAB considers quality and safety to be essential elements for ensuring the effectiveness, reliability, and ethics of biomedical services and equipment. Members are committed to:

- Promoting the adoption of high quality standards in the processes, products, and services offered;
- Ensuring the safety of patients, healthcare professionals, and end-users through compliance with national and international technical and regulatory standards;
- Encouraging preventive, corrective, and predictive maintenance, functional testing, and electrical safety checks of biomedical equipment to ensure full functionality and reduce clinical risks;
- Supporting the continuous training of their employees and sector operators so that they remain constantly updated on best practices and technological innovations;
- Collaborating with healthcare institutions and regulatory bodies to contribute to the development of a transparent, safe biomedical system oriented toward continuous improvement.

3. Relations with Institutions and Healthcare Professionals AISAB promotes relationships characterized by fairness, transparency, and mutual respect with public institutions, healthcare facilities, and industry professionals. AISAB members must ensure that every interaction with the Public Administration and with Public and Private Healthcare Professionals is based on compliance with current regulations, codes of conduct, and the highest ethical and professional standards. In particular:

- Promising, offering, or granting, directly or indirectly, money, goods, benefits, or other advantages to public officials or healthcare professionals with the intent to influence decisions or favor corporate interests is strictly prohibited.
- From the moment they become aware of the initiation of an administrative procedure aimed at publishing a call for tenders or a similar document, members must refrain from offering positions or collaborations, even free of charge (e.g., consultancies, speaking engagements, moderations, training), to individuals who could influence the outcome of the procedure. Members shall independently evaluate the continuation of relationships already in place at the time they became aware of the procedure.

- The same precautions apply to healthcare professionals operating in private healthcare facilities during negotiations.
- Hiring or assigning duties, within the three years following the termination of public employment, to former Public Administration employees who exercised negotiating powers (the ability to enter into contracts or influence public spending) or authority (the adoption of unilateral administrative measures) regarding members is prohibited.
- Offering gifts that are not of nominal value or that could be perceived as implicit remuneration for favors received or expected is prohibited. The centralized and documented management of gifts is recommended.
- It is prohibited to solicit or obtain confidential information beyond the limits permitted by law, or to unduly interfere with the decision-making process of the Public Administration.

AISAB recognizes, however, that many forms of interaction between members and Healthcare Professionals contribute to the advancement of medical science and the improvement of care quality. These include:

- Collaboration in the research and development of innovative medical technologies;
- Collaboration in the research and development of innovative management models that contribute to the sustainable and equitable development of the healthcare system;
- Technical training and assistance for the safe and effective use of equipment;
- Support for professional updating initiatives and the dissemination of scientific culture.

In all situations involving transfers of value or potential conflicts of interest, it is necessary to formally inform the top-tier management of the healthcare facility to which the Professional belongs.

AISAB members undertake—answering also for any actions carried out by other companies belonging to the same group—not to organize or participate, directly or indirectly, in congresses, conferences, workshops, or similar events that do not comply with the principles of ethics, sobriety, and transparency.

In particular, participating in events where the following occur is prohibited:

- Tourism and recreational aspects outweigh technical and scientific ones;
- Hospitality and travel expenses are extended to guests' companions;
- Hospitality and travel expenses cover periods exceeding the 24 hours preceding or following the event.

To this end, members shall adopt independent internal processes, based on objective and documentable criteria, for evaluating requests for contributions to scientific events, ensuring transparency, traceability, and consistency with the Association's values.

4. Transparency and Conflicts of Interest

Members must avoid situations of conflict of interest that could compromise the impartiality of decisions or harm the Association. Any potential conflict must be promptly reported to the Board of Directors.

5. Protection of Image and Reputation

Members must contribute to safeguarding the image and reputation of AISAB, avoiding behaviors or statements that could cause harm to the Association or its members.

6. Human Capital

Given AISAB's fundamental role as an agent of sustainable development within the national healthcare system, the contribution of its human resources is essential. AISAB ensures fair and safe working conditions for its employees and collaborators that respect human dignity and equal opportunities, and are free from any form of discrimination or exploitation. Furthermore, AISAB provides for the training, development, and enhancement of its employees' and collaborators' skills and talents, thereby fostering their personal and professional growth. Finally, the Association expects its members to act in line with the human capital promotion policies outlined herein. Concurrently, AISAB requires its employees and collaborators to conduct themselves with full loyalty, fairness, integrity, and fidelity, in consistency with the duties arising from their positions. AISAB promotes an organizational culture founded on collaboration, mutual respect, and the appreciation of diversity. The Association recognizes that people's well-being is a strategic element for service quality and system sustainability. For this reason, AISAB is committed to:

- Fostering inclusive, motivating work environments oriented toward psychophysical well-being;
- Supporting work-life balance policies;
- Promoting dialogue and active listening across different organizational levels;
- Adopting active measures to prevent and combat any form of discrimination, bullying, or behavior detrimental to personal dignity. In particular, any direct or indirect acts, behaviors, or discriminatory policies based on the following are strictly prohibited:
 - sex or gender identity,
 - sexual orientation,
 - religion or personal beliefs,
 - ethnic or national origin,
 - disability,
 - age,
 - political opinions.
- Valuing merit, creativity, and individual initiative, including through personalized growth pathways.

AISAB believes that investing in human capital means building a cohesive, competent professional community focused on responsible innovation.

7. Training, Research, and Innovation

AISAB supports continuous training, research, and technological innovation as tools to improve the quality of services and the safety of biomedical equipment. Members are encouraged to actively participate in training and professional development initiatives promoted by the Association.

AISAB also promotes the dissemination of scientific and technical culture in the biomedical sector, fostering collaboration with universities, research bodies, and academic institutions. The Association encourages the development of joint projects, participation in research calls, and knowledge sharing. Particular attention is paid to the responsible adoption of emerging technologies by evaluating their ethical, social, and environmental impact and ensuring that innovation always serves health and collective well-being.

8. Donations

The purpose of donations is to support social, humanitarian, philanthropic, or charitable projects. Specifically, donations aimed at the following will be considered eligible:

- care of the destitute;
- patient education (including awareness campaigns);
- improvement of patient conditions;
- public education;
- humanitarian projects;
- donations in the event of natural disasters;
- support for events whose proceeds go to charity.

Donations must be made free from any commercial interest, exclusively in favor of organizations and entities entitled to receive them under applicable laws and regulations, and following verification of the absence of conflicts of interest. Therefore, any donations to natural persons are strictly prohibited.

All donations must be duly documented. Donations of money, goods, equipment, etc., must be made in compliance with current regulations based on the recipient entity and must be authorized in advance by the top management of the recipient entity. Subsequently, evidence of the actual allocation and use of the donation must be requested from the beneficiary.

9. Expected Conduct of Members

The AISAB Code of Ethics represents a binding reference for all members, who commit to respecting and promoting its principles, actively contributing to the spread of a culture rooted in ethics, transparency, and responsibility. Members commit to:

- Respecting this Code and ensuring it is respected by their parent companies, group companies, agents, consultants, subcontractors, business partners, and distributors;

- Including clauses in contracts with agents, consultants, subcontractors, business partners, and distributors that provide for adherence to the principles of the Code of Ethics and sanctions in the event of non-compliance;
- Disseminating association resolutions exclusively through official documents prepared by AISAB;
- Maintaining strict confidentiality regarding matters currently under discussion within the association's bodies;
- Refraining from unfair practices or actions detrimental to the Association's image.

Membership in AISAB entails a concrete and ongoing commitment to operating in compliance with shared values, contributing to the credibility and integrity of the entire sector.

10. Control and Sanctions System

Compliance with the Code of Ethics is monitored by the Board of Arbitrators (Collegio dei Probiviri), which evaluates any reports of violations and proposes disciplinary measures to be adopted to the Board of Directors. Sanctions may include reprimands, suspensions, or exclusion from the Association, in accordance with the provisions of the Bylaws.

11. Entry into Force and Updates

This Code of Ethics enters into force on the date of its approval by the General Assembly of Members. Any updates or amendments shall be resolved upon by the Assembly upon a proposal from the Board of Directors, taking into account regulatory developments and association needs.